

BETHLEHEM SCHOOL BOARD MEETING

Agenda

December 9, 2025 @ 5:30pm

Location: Bethlehem Elementary School

2297 Main Street, Bethlehem, NH

Present: Board Members Bob Weir, James Noyes, and Erin Campbell; BES Principal Bryan Smith; SAU 35 Superintendent CJ Watson; SAU 35 Business Manager Toni Butterfield; Board Clerk Tana LeClair

- I. Call to Order - 5:34pm
- II. Approval of Minutes - James Noyes made a motion to accept both sets of minutes as written, with Erin Campbell seconding; the motion passed.
 - A. Public board meeting minutes- [November 11, 2025](#)
 - B. Non Public board meeting minutes - [November 11, 2025](#)

III. Public Input

Any Citizen wishing to speak will identify themselves with their name and address. See Board policy BEDH.

IV. New Business

- A. Kindergarten Placement - This situation will be reassessed in April.

V. Continuing Business

- A. [Board Report](#)

VI. Standing Reports

- A. Principal
 1. [Report](#) - BES Principal Bryan Smith presented his monthly report to the board. He updated the board on the school's work towards streamlining report cards, building and grounds updates, student government, upcoming Christmas concerts, and winter programming.
 2. [Grants](#)
- B. Superintendent
 1. [Report](#)
- C. Business Manager

1. [Year to Date Finance Report](#) - Toni Butterfield updated the board as to the actual ending fund balance, as a final figure was established after the supposed finalization of the report. The ending fund balance will actually be closer to \$318,000.

VII. Committee Reports

- A. Executive Board (BW & JN)
- B. Negotiations for Professional Staff (JN & BW)
- C. Facilities (BW) - The committee discussed the EMC report from last month's meeting; it will be discussed further for the January meeting.
- D. Finance (JN)
- E. Hiring (SS)

VIII. Policy Handbook (MH & EC)

- A. First Reading (new) - Erin Campbell made a motion to accept the first reading of policies BBAB-BHC as written, with the exception of BBBF. The motion includes the recommendation to not adopt this policy at this time. James Noyes seconded the motion; the motion passed.
 1. [BBAB: Roles and Duties of the Board Chairperson](#)
 2. [BBB: School Board Elections](#)
 3. [BBB-F: Certificate of Oath of Office](#)
 4. [BBBA: Board Member Qualifications](#)
 5. [BBBF: Student School Board Members](#)
 6. [BDE-R: Committees List](#)
 7. [BDF: Advisory Committees to the Board](#)
 8. [BDG: School Attorney](#)
 9. [BEAA: School Board Meeting Preparation](#)
 10. [BEAB: School Board Member Use of Electronic Communication Devices During School Board Meeting](#)
 11. [BFE: Administration in Policy Absence](#)
 12. [BGAA: Policy Development, Adoption, and Review](#)
 13. [BHC: Board-Employee Communications](#)
- B. Second Reading (new) - Erin Campbell made a motion to accept the seconding reading of policies ACA-JFAC as written, with James Noyes seconding; the motion passed.
 1. [ACA - Discrimination and Harassment Grievance Procedure](#)
 2. [ACF - Food and Nutrition Services Anti-Discrimination and Civil Rights Complaints](#)
 3. [ACN - Accommodation of Nursing Mothers](#)

4. [DFGA - Crowdfunding](#)
5. [JFAC: Non-Resident Enrollment for Children of Staff Members](#)

C. First Reading (revision) - Erin Campbell made a motion to accept the revised first readings of policies BA-BK as written, with the recommendation of withdrawing policy BDC, and of exercising policy BEDG's option 2. James Noyes seconded the motion; the motion passed.

1. [BA: School Board Self Evaluation and Goal Setting](#)
2. [BBA: School Board Powers and Duties](#)
3. [BBAA: School Board Member Authority](#)
4. [BBBE: Vacancies and Unexpired Term Fulfillment](#)
5. [BCA: School Board Member Ethics](#)
6. [BCB: Board Member Conflict of Interest](#)
7. [BDA: Board Organizational Meeting](#)
8. [BDB: Board Officers](#)
9. [BDC: Appointed Board Officials](#)
10. [BDD: Board-Superintendent Relationship](#)
11. [BDE: Committees and Delegates](#)
12. [BEA: Regular Board Meetings](#)
13. [BEB: Emergency Board Meetings](#)
14. [BEC: Non-Public Sessions](#)
15. [BEDA: Public Notification of School Board Meetings](#)
16. [BEDB: Agenda Preparation and Dissemination](#)
17. [BEDG: Meeting Minutes](#)
18. [BEDH: Public Comment and Participation at Board Meetings](#)
19. [BGF: Suspension of Policies](#)
20. [BHE: School Board Use of Email and Other Electronic Communication](#)
21. [BIA: New Board Member Orientation](#)
22. [BIE: Board Member Indemnification](#)
23. [BK: School Board Membership](#)

D. Revision - Erin Campbell made a motion to accept the revision of policies AB-ADC/GBED/JICG; James Noyes seconded the motion. The motion passed.

1. [AB - New Hampshire Parental Bill of Rights](#)
24. [ABA - Volunteer Involvement](#)
25. [AC - Nondiscrimination, Equal Opportunity Employment, and Anti-Discrimination Plan](#)
26. [ACAC - Title IX Sexual Harassment Policy and Grievance Process](#)
27. [ACE - Procedural Safeguards: Non-Discrimination on the Basis of Handicap/Disability](#)
28. [AD- Philosophy of the School District](#)
29. [ADB/GBEC - Drug-Free Workplace & Drug-Free Schools](#)

30. [ADC/GBED/JICG - Prohibitions Regarding Use and Possession of Tobacco Products, E-Cigarettes and E-Liquids in and on School Facilities and Grounds](#)

E. Withdrawal - Erin Campbell made a motion to accept the withdrawal of policies BAA-BGE, with James Noyes seconding; the motion passed.

1. [BAA- Evaluation of the Board](#)
2. [BAAA- School Board Policies and Administrative Procedures](#)
3. [BEDC: Quorum](#)
4. [BEDD: Rules of Order](#)
5. [BGB: Policy Adoption](#)
6. [BGC: Policy Review and Evaluation/Manual Accuracy Check](#)
7. [BGE: Policy Dissemination](#)

IX. School Staffing Notifications & Approvals

A. Retirement - James Noyes made a motion to accept the retirement letter discussed in non-public session, with Erin Campbell seconding; the motion passed.

X. Public Input

Any Citizen wishing to speak will identify themselves with their name and address. See Board policy BEDH.

XI. Non Public Session RSA 91-A:3,II

James Noyes made a motion to go into non-public session at 6:14pm, with Erin Campbell seconding.

No votes were held.

James Noyes made a motion to come out of the non-public session at 6:21pm, with Erin Campbell seconding. The motion passed.

XII. Adjournment - James Noyes made a motion to adjourn the meeting at 6:22pm; Erin Campbell seconded. The motion passed.

Next meeting: January 13th, 2026